

## **BEFORE THE STATE BOARD OF MEDIATION**

Jefferson City, Missouri  
May 28, 1969

In the Matter of:       Determining (a) appropriateness of bargaining unit and  
                                 (b) majority representation, for the Fire Department at  
                                 the City of Grandview (Missouri).

A quorum of the State Board of Mediation consisting of Truman Henry, employer member, Charles R. Bibbs, labor member, and, Daniel C. Rogers, public member and chairman, convened at the City Hall in Grandview at 10:30 A.M. on October 29, 1968, to receive evidence in the above entitled matter. Members Whaley and Fults were absent.

### **FINDINGS**

The Board quorum, aforesaid, finds that the Fire Department at the City of Grandview consists of one Chief, who is not a member of the "labor organization" involved, two captains, who are firefighters, and, eight private-firefighters. Local 1786, the "union", holds membership cards from the two captain-firefighters and the eight private-firefighters. These ten employees of the City, constituting all of the members of Local 1786, eat, sleep, do housekeeping chores, and pass the time, together, in their assignments of duty at the two fire stations. They are always on alert, together, for the fire alarm. At the fire, they fight the fire, together. They fight the fire, together, under direction of one of their members designated as a "captain". If a captain-firefighter is not present, the fire is fought under the direction of a private-firefighter, who serves as "captain". When the Chief is present, the firefighting is performed under his supervision and direction.

Records of each fire are required to be made and kept by the captains. If a captain-firefighter is not present at a given fire, one of the private-firefighters makes out and files the record of the fire. Still other records and reports are required of the captains. However, such other duties are required to be performed by one of the private-firefighters, in the absence of a captain-firefighter.

### **CONCLUSIONS**

The two captains are "working foremen". They perform routine firefighting, clerical and housekeeping duties side by side, with the other firefighters. Their duties are not sufficiently supervisory in amount or kind to justify excluding them from an "appropriate unit". The captains have a clear and identifiable community of interest, as hereinbefore itemized, with the other firefighter members of the fire department. Accordingly, the State Board of Mediation finds that an "appropriate unit" in the fire department at the City of Grandview consists of the two captain-firefighters and the eight private-firefighters. The Board also finds that there is "majority representation" within the "appropriate unit" aforesaid. All of the ten members of the aforesaid "appropriate unit" have chosen, by membership cards, to be members of Local 1786 of the International Association of Firefighters. Moreover, Local 1786 has been "recognized" by resolution of the Board of Alderman of the City of Grandview (City Exhibit No. 1).

Respectfully submitted, and hereby duly certified,

MISSOURI STATE BOARD OF MEDIATION

(Seal)

/s/ Daniel C. Rogers  
Daniel C. Rogers  
Chairman and Public Member

/s/ Truman Henry  
Truman Henry  
Employer Member (Dissenting)

/s/Charles R. Bibbs  
Charles R. Bibbs  
Employee Member (Concurring)